

Bio: Charles C. Smith

To bring about organizational change towards anti-racism, equity and cultural pluralism has been Charles' work and passion for the past three decades, resulting in a wide range of experience including the public sector, the legal profession, academia, and the arts and culture sector.

- Charles **developed anti-racism, equity frameworks and/or delivered the corresponding educational change programs** for George Brown College, the Toronto International Film Festival (TIFF), the Canada Council for the Arts, Ontario Presents, Sony Centre for the Arts, Ontario Association of Art Galleries, Media Arts Network Ontario, Ontario College and Art and Design (OCAD) University, the University of Toronto Scarborough, the Writers Union of Canada. In that role, he guided the development of policies/programs that addressed specifically the needs of Indigenous and racialized communities on such items as employment equity, human rights, immigrant settlement, Indigenous self-determination and artistic expression.
- Charles provided **advice and guidance** to numerous organizations looking to develop and implement equity policies and programs; including the Ontario Science Centre, Metro Toronto Special Committee on Child Abuse, Toronto Community Housing Company, Eva's Initiatives, Toronto Theatre Alliance, Caribbean Cultural Committee, Human Rights Tribunal of Ontario (McKinnon v. the Ministry of Community Safety and Correctional Services), African Canadian Legal Clinic, Ryerson University School of Nutrition, College of Dietitians of Ontario, McMillan Binch Mendelsohn, Ontario Human Rights Commission, and Houselink.
- Most recently, Charles has been **leading anti-racism and equity-focused organizational change programs** at the Shaw Festival (Niagara-on-the-Lake), the National Ballet of Canada, and George Brown College.
- Charles served in Toronto's Municipal Government (Metro Toronto) for 6 years as the **City of Toronto's Manager for Access and Equity**. Some of the policies Charles developed in that role addressed the provision of employment benefits to same sex partners; a response to the Federal Government's Right of Landing Fee; a critique of the Toronto Police employment equity policy implementation; the inclusion of anti-racism, equity and diversity into the annual budget and strategic planning process; guidelines on contract compliance; human rights management; equity/diversity organizational change.
- Charles also served as the **first Equity Advisor to the Law Society of Upper Canada** and, in that capacity, guided the development of numerous policies and programs promoting equity and diversity in the legal profession. In the legal field, he further served as the **Equity Advisor to the Canadian Bar Association** and authored several papers for the Bar Association, where he guided the development of *Take Action on Equity and Diversity*, a resource guide and toolkit for law firms which is accompanied by an educational DVD on preventing harassment and discrimination.
- Charles was a member of the **Canadian Court Challenges Program** Equality Rights Panel and is a Research Associate with the **Canadian Centre for Policy Alternatives**.
- Charles' work as an enthusiastic educator includes almost two decades of teaching courses in cultural theory, cultural pluralism in the arts, and social justice at post-secondary institutions (**Humber College, Ryerson University, University of Toronto Scarborough**).
- Charles has been the Executive Director of the **Cultural Pluralism in the Arts Movement Ontario (CPAMO)** since he founded it in 2009. In that capacity, he has led a number of anti-racism and equity-focused change initiatives with local and national Arts Services Organizations, including a 3-year education and training program with 32 organizations involved to date.
- Last not least, Charles is a prolific writer who has authored and edited a number of publications in the field



of equity, inclusion and cultural pluralism, and has published fourteen books.